

Defense Logistics Agency
Equal Employment Opportunity Data Required by the No FEAR Act
FY 2005
October 1, 2004 through September 30, 2005

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DLA
No FEAR Act Data
FY 2005
Number of Complaints and Complainants

Number of Complaints Filed This Period - 202

Number of Filers - 178

Number of Repeat Filers - 25

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DLA
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FY 2005
The Basis of a Complaint

Race - 115

1. American Indian/Alaskan Native - 10
2. Asian Pacific Islander - 0
3. Black - 61
4. White - 43
5. Hispanic - 1

Color - 30

Religion - 11

National Origin - 29

1. Hispanic - 10
2. Other - 19

Sex - 93

1. Male - 55
2. Female - 38

Equal Pay Act - 4

1. Male - 0
2. Female - 4

Disability - 56

1. Mental - 16
2. Physical - 40

Age - 82

Reprisal - 83

Non-EEO Basis - 0

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FY 2005
Issues of Alleged Discrimination

A. Appointment	1	K. Pay Including Overtime	5
B. Duties	13	L. Promotion/Non-Selection	80
C. Awards	3	M. Reassignment	2
D. Conversion	0	1. Denied	0
To Full-Time	0	2. Directed	2
E. Disciplinary Actions	20	N. Reasonable Accommodation	10
1. Demotion	2	O. Reinstatement	0
2. Reprimand	5	P. Retirement	2
3. Suspension	10	Q. Termination	8
4. Removal	1	R. Terms/Conditions of Employment	25
5. Other	4	S. Time and Attendance	0
F. Duty Hours	4	T. Training	12
G. Eval/Appraisal	3	U. Other	19
H. Examination/Test	1		
I. Harassment	55		
1. Non-Sexual	50		
2. Sexual	5		
J. Medical Examination	0		

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Complaint Processing Time (Average Number of Days)

Pending Complaints -	291	344
Hearing Not Requested -	168	550
Hearing Requested -	77	197

Complaint Processing (Average Number of Days)

Investigation -	157	331
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Hearing -	63	222
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Final Agency Action

FAD After an Investigation -	33	738
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Final Action After a Hearing -	2	232
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Appeal -	15	304
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Number of Procedural Dismissals - 39

Average Days Pending at Dismissal - 130

Complaints Pending an Investigation Over 180 days - 43

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Final Agency Actions Involving Discrimination

Number of Findings of Discrimination -	2	
Rendered Without a Hearing -	2	100%
Rendered After a Hearing -	0	
Implemented -	1	100%
Appealed -	0	

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Findings of Discrimination Sorted by Basis

Total Number of Findings 3

	<u>No Hearing</u>		<u>Hearing</u>	
	#	%	#	%
Race	—	—	—	—
1. American Indian/ Alaskan Native	—	—	—	—
2. Asian Pacific Islander	—	—	—	—
3. Black	—	—	—	—
4. White	—	—	—	—
Color	—	—	—	—
Religion	—	—	—	—
National Origin	—	—	—	—
1. Hispanic	—	—	—	—
2. Other	—	—	—	—
Sex				
1. Male	—	—	—	—
2. Female	—	—	—	—
Equal Pay Act	—	—	—	—
1. Male	—	—	—	—
2. Female	—	—	—	—
Disability	<u>1</u>	<u>50%</u>	—	—
1. Mental	—	—	—	—
2. Physical	<u>1</u>	<u>50%</u>	—	—
Age	<u>2</u>	<u>50%</u>	—	—
Reprisal	—	—	—	—
Non-EEO Basis	—	—	—	—

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Issues in Findings of Discrimination without a Hearing

Total Number of Findings 3

	#	%		#	%
A. Appointment	___	___	K. Pay Including Overtime	<u>1</u>	<u>33.3%</u>
B. Duties	___	___	L. Promotion/Non-Selection	<u>1</u>	<u>33.3%</u>
C. Awards	___	___	M. Reassignment		
D. Conversion To Full-Time	___	___	1. Denied	___	___
E. Disciplinary Actions			2. Directed	___	___
1. Demotion	___	___	N. Reasonable Accommodation	___	___
2. Reprimand	___	___	O. Reinstatement	___	___
3. Suspension	___	___	P. Retirement	___	___
4. Removal	___	___	Q. Termination	<u>1</u>	<u>33.3%</u>
F. Duty Hours	___	___	R. Terms/Conditions of Employment	___	___
G. Eval/Appraisal	___	___	S. Time and Attendance	___	___
H. Examination/Test	___	___	T. Training	___	___
I. Harassment			U. Other	___	___
1. Non-Sexual	___	___			
2. Sexual	___	___			
J. Medical Examination	___	___			

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Issues in Findings of Discrimination with a Hearing

Total Number of Findings 0

	#	%		#	%
A. Appointment	___	___	K. Pay Including Overtime	___	___
B. Duties	___	___	L. Promotion/Non-Selection	___	___
C. Awards	___	___	M. Reassignment		
D. Conversion To Full-Time	___	___	1. Denied	___	___
E. Disciplinary Actions			2. Directed	___	___
1. Demotion	___	___	N. Reasonable Accommodation	___	___
2. Reprimand	___	___	O. Reinstatement	___	___
3. Suspension	___	___	P. Retirement	___	___
4. Removal	___	___	Q. Termination	___	___
F. Duty Hours	___	___	R. Terms/Conditions of Employment	___	___
G. Eval/Appraisal	___	___	S. Time and Attendance	___	___
H. Examination/Test	___	___	T. Training	___	___
I. Harassment					
1. Non-Sexual	___	___			
2. Sexual	___	___			
J. Medical Examination	___	___	U. Other	___	___

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DLA
No FEAR Act Data

Number of Pending Complaints that were filed in Prior Fiscal Years
(1999-2004)

Number of Pending Complaints Filed before Current FY - 122

Number of Complainants - 112

Number of Complaints Pending at:

Investigation - 42

Hearing - 43

Final Agency Action - 23

After an Investigation - 17

After a Hearing - 6

Appeal - 15

Complaints Pending an Investigation Over 180 Days - 15

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